W 29/991

Area Wage Survey
Waterloo-Cedar Falls, IA
June 1991

U.S. Department of Labor
Bureau of Labor Statistics
Summary
August 1991

This summary presents results of a June 1991 survey of occupational wages and employee benefits in the Waterloo-Cedar Falls Metropolitan Statistical Area, which consists of Black Hawk and Bremer Counties. This is 1 of over 110 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communications, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 54 establiishments employing 16,556 workers was selected to represent 123 establishments employing 23,942 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

New or revised occupational descriptions are being introduced in this survey for word processors, word processor supervisors, computer operators, computer programmers, computer systems analysts, drafters, and electronics technicians.

L2.122/15:

READEX FICHE best copy available

Table 1. Hourly earnings[1] of selected occupations in Waterloo-Cedar Falls, IA, June 1991

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean	Median	Middle range	4.25 and under 5.00	5.00 – 6.00	6.00 – 7.00	7.00 – 8.00	8.00 – 9.00	9.00 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00	20.00 – 21.00	21.00 – 22.00	22.00 – 23.00	23.00 – 24.00	24.00 – 26.00	26.00 – 28.00	28.00 – 30.00
Accounting clerks	137	9.52	8.50	7.50–10.71	–	6	20	32	27	5	16	4	1	6	5	5	7	2	1	–	–	–	–	–	–	–
Accounting clerks II	63	7.53	7.50	6.50– 8.17	–	6	18	22	7	4	4	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Accounting clerks III	57	10.22	9.90	9.50–11.57	–	–	1	9	20	1	11	2	1	3	5	3	1	–	–	–	–	–	–	–	–	–
File clerks	11	7.42	6.50	– –	–	5	1	1	1	2	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Key entry operators	73	11.12	12.49	8.60–13.39	–	1	8	8	7	6	8	–	18	8	11	3	1	–	–	–	–	–	–	–	–	–
Key entry operators I	36	9.38	8.78	7.48–12.49	–	1	8	8	5	2	2	–	12	–	–	–	–	–	–	–	–	–	–	–	–	–
Order clerks	57	6.32	9.00	7.40– 9.00	6	3	4	6	4	30	1	–	–	–	2	1	–	–	–	–	–	–	–	–	–	–
Order clerks I	17	5.85	5.75	4.65– 6.35	6	3	4	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Payroll clerks	20	11.15	10.72	8.52–13.98	–	–	3	–	3	3	2	–	4	–	3	2	–	–	–	–	–	–	–	–	–	–
Receptionists	20	6.97	6.82	6.11– 6.90	–	4	13	–	2	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–
Secretaries	83	11.30	10.05	9.08–14.91	–	–	4	11	17	8	5	4	6	1	7	10	8	1	1	–	–	–	–	–	–	–
Secretaries II	11	7.79	7.51	– –	–	–	3	4	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Secretaries III	46	12.29	14.12	8.58–15.61	–	–	–	2	12	5	2	1	–	1	7	10	6	–	–	–	–	–	–	–	–	–	–
Secretaries IV	17	12.62	12.22	10.95–12.35	–	–	–	–	1	1	3	3	5	–	–	–	2	1	1	–	–	–	–	–	–	–
Switchboard operators	15	7.04	5.25	4.35–12.23	6	4	–	1	–	–	–	–	4	–	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operator-receptionists	37	6.03	5.00	5.00– 6.90	6	16	6	3	2	2	2	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–
Word processors	17	8.97	8.50	6.80– 9.98	–	–	5	2	3	3	2	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–
Word processors II	10	10.11	9.64	– –	–	–	–	2	2	3	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators	54	10.21	8.89	8.01–10.98	–	–	–	–	9	19	4	10	1	2	3	2	–	–	1	2	–	1	–	–	–	–
Computer operators II	31	8.83	8.01	7.84– 8.89	–	–	–	–	9	17	2	–	1	2	–	–	–	–	1	–	–	–	–	–	–	–
Computer operators III	20	11.32	10.97	10.06–11.94	–	–	–	–	–	2	2	10	1	1	1	2	–	–	–	–	–	–	–	–	–	–
Computer programmers	82	18.47	17.03	12.89–18.88	–	–	–	–	–	1	2	7	5	8	8	4	2	5	14	8	3	2	3	3	6	3
Computer programmers I	19	14.66	15.39	11.91–17.07	–	–	–	–	–	–	–	2	3	1	1	2	2	3	4	1	–	–	–	–	–	–
Computer programmers II	23	17.09	17.91	16.97–18.88	–	–	–	–	–	–	–	2	2	–	1	–	–	1	7	5	1	2	1	–	1	–
Computer programmers III	46	21.11	22.58	17.84–25.61	–	–	–	2	–	–	–	–	1	–	2	1	2	1	3	4	1	4	1	3	3	7
Computer systems analysts	35	21.50	23.75	18.51–26.12	–	–	–	2	–	–	–	–	–	–	–	–	2	1	3	4	–	4	–	1	2	7
Computer systems analysts II	7	23.62	22.72	– –	–	–	–	–	–	–	–	–	–	–	–	–	2	1	3	4	–	4	1	2	1	–
Computer systems analysts III	65	11.28	11.90	8.00–13.33	–	–	1	17	15	1	4	6	19	4	3	6	3	7	1	–	1	–	1	–	2	–
Drafters	122	10.19	10.19	6.07–14.02	–	18	30	6	–	3	7	–	–	–	58	–	–	–	–	–	–	–	–	–	–	–
Guards	200	10.42	11.57	5.00–14.48	46	13	9	2	–	10	4	26	–	–	90	–	–	–	–	–	–	–	–	–	–	–
Janitors, porters, and cleaners	172	10.48	11.57	5.79–14.71	24	24	–	4	–	–	–	73	–	–	47	–	–	–	–	–	–	–	–	–	–	–
Material handling laborers	290	13.11	15.08	11.77–15.08	–	–	6	20	5	–	–	93	4	2	8	152	–	–	–	–	–	–	–	–	–	–
Power-truck operators: Forklift operators	18	9.61	11.41	7.02–11.41	–	2	2	2	–	2	–	9	–	–	1	–	–	–	–	–	–	–	–	–	–	–
Receivers	61	9.59	9.35	7.65–11.77	–	–	14	14	2	2	1	24	1	1	2	–	–	–	–	–	–	–	–	–	–	–
Shippers and receivers	95	13.27	16.54	11.23–16.54	6	–	13	2	1	1	–	11	4	–	–	4	49	4	–	–	–	–	–	–	–	–
Truckdrivers	24	11.64	11.82	6.82–15.50	–	–	6	2	–	–	–	8	–	–	–	4	–	4	–	–	–	–	–	–	–	–
Truckdrivers, tractor-trailer	26	11.42	7.91	7.91–15.50	–	–	–	14	–	–	–	–	–	–	1	10	1	–	–	–	–	–	–	–	–	–
Warehousemen																										

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Table 2. Annual paid holidays for full-time workers in Waterloo-Cedar Falls, IA, June 1991

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	1	-
In establishments providing paid holidays	99	100
Number of holidays:		
1 holiday	1	-
Plus 2 half days	(1)	-
2 holidays	(1)	(1)
6 holidays	12	10
7 holidays	15	14
8 holidays	6	2
9 holidays	1	1
Plus 1 half day	-	2
Plus 2 half days	1	2
10 holidays	1	7
11 holidays	13	18
Plus 1 half day	-	13
12 holidays	(1)	-
13 holidays	4	4
14 holidays	42	28
16 holidays	2	(1)
Average number of paid holidays where provided (in days)	10.9	10.7

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Waterloo-Cedar Falls, IA, June 1991

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	(*)	-
In establishments providing paid vacations	99	100
Length-of-time payment	52	99
Percentage payment	48	(*)
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	38	1
1 week	2	57
Over 1 and under 2 weeks	1	(*)
1 year of service:		
1 week	45	16
Over 1 and under 2 weeks	45	13
2 weeks	8	58
Over 2 and under 3 weeks	-	13
3 weeks	1	(*)
2 years of service:		
1 week	23	4
Over 1 and under 2 weeks	45	5
2 weeks	31	44
Over 2 and under 3 weeks	-	22
3 weeks	-	25
Over 3 and under 4 weeks	1	(*)
3 years of service:		
1 week	4	2
Over 1 and under 2 weeks	38	1
2 weeks	50	46
Over 2 and under 3 weeks	7	17
Over 3 and under 4 weeks	1	34
5 years of service:		
1 week	(*)	-
Over 1 and under 2 weeks	(*)	1
2 weeks	88	29
Over 2 and under 3 weeks	9	4
3 weeks	1	33
Over 3 and under 4 weeks	1	34
10 years of service:		
1 week	(*)	-
2 weeks	17	7
Over 2 and under 3 weeks	38	-
3 weeks	34	41
Over 3 and under 4 weeks	9	4
4 weeks	-	14
Over 4 and under 5 weeks	1	34
15 years of service:		
1 week	(*)	-
2 weeks	17	7
3 weeks	58	18
Over 3 and under 4 weeks	7	4
4 weeks	17	37
Over 4 and under 5 weeks	1	(*)
5 weeks	-	25
Over 5 and under 6 weeks	-	9
20 years of service:		
1 week	(*)	-
2 weeks	17	7
3 weeks	12	9
4 weeks	52	29
Over 4 and under 5 weeks	7	4
5 weeks	10	17
Over 5 and under 6 weeks	-	34
6 weeks	1	(*)
25 years of service:		
1 week	(*)	-
2 weeks	17	7
3 weeks	9	7
4 weeks	46	7
Over 4 and under 5 weeks	3	-
5 weeks	20	28
Over 5 and under 6 weeks	4	4
6 weeks	1	38
Over 6 and under 7 weeks	-	9
30 years of service:		
1 week	(*)	-
2 weeks	17	7
3 weeks	9	7
4 weeks	46	4
Over 4 and under 5 weeks	3	-
5 weeks	20	30
Over 5 and under 6 weeks	4	4
6 weeks	1	14
Over 6 and under 7 weeks	-	34
Maximum vacation available:		
1 week	(*)	-
2 weeks	17	7
3 weeks	9	7
4 weeks	46	4
Over 4 and under 5 weeks	3	-
5 weeks	20	30
Over 5 and under 6 weeks	4	4
6 weeks	1	14
Over 6 and under 7 weeks	-	9
Over 7 and under 8 weeks	-	25

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Waterloo-Cedar Falls, IA, June 1991

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	99	100
Life insurance	98	99
Noncontributory plans	90	93
Accidental death and dismemberment insurance	91	82
Noncontributory plans	80	71
Sickness and accident insurance or sick leave or both	92	93
Sickness and accident insurance	72	40
Noncontributory plans	69	40
Sick leave (full pay and no waiting period)	22	84
Sick leave (partial pay or waiting period)	[2]	1
Long-term disability insurance	46	77
Noncontributory plans	40	69
Hospitalization, surgical, and medical insurance	98	100
Noncontributory plans	76	52
Health maintenance organizations	46	49
Noncontributory plans	40	29
Dental care	70	78
Noncontributory plans	59	50
Vision care	49	55
Noncontributory plans	48	42
Alcohol and drug abuse treatment	98	98
Noncontributory plans	76	50
Hearing care	6	17
Noncontributory plans	1	1
Retirement plans	94	94
Noncontributory plans	68	85
Pension	83	86
Noncontributory plans	67	83
Lump sum	19	82
Noncontributory plans	1	3
Other	1	2
Noncontributory plans	–	–

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Federally required plans such as Social Security and railroad retirement are excluded. Benefit plans legally required by State governments, however, are included.

[2] Less than 0.5 percent.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Waterloo-Cedar Falls, IA,[1] June 1991

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	123	54	23,942	100	12,626	2,661	16,556
Manufacturing	50	39	19	12,903	54	8,699	1,157	10,857
Nonmanufacturing[5]	50	84	35	11,039	46	3,927	1,504	5,699

[1] The Waterloo-Cedar Falls Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Black Hawk and Bremer Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The *Standard Industrial Classification Manual* was used in classifying establishments by industry. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

Alaska (statewide)
Albany, GA
Albany-Schenectady-Troy, NY
Albuquerque, NM
Alexandria-Leesville, LA
Alpena-Standish-Tawas City, MI
Ann Arbor, MI
Asheville, NC
Atlantic City, NJ
Bakersfield, CA
Baton Rouge, LA
Battle Creek, MI
Beaumont-Port Arthur and Lake Charles, TX-LA
Biloxi-Gulfport and Pascagoula, MS
Binghamton, NY
Birmingham, AL
Bloomington-Vincennes, IN
Bremerton-Shelton, WA
Brunswick, GA
Cedar Rapids, IA
Chattanooga, TN-GA
Cheyenne, WY
Clarksville-Hopkinsville, TN-KY
Colorado Springs, CO
Columbia-Sumter, SC
Columbus, GA-AL
Columbus, MS
Connecticut (statewide)
Dayton-Springfield, OH
Daytona Beach, FL
Des Moines, IA
Dothan, AL
Duluth, MN-WI
El Paso-Las Cruces-Alamogordo, TX-NM
Eugene-Springfield-Medford-Roseburg-Klamath Falls-Grants Pass, OR
Fayetteville, NC
Fort Lauderdale-Hollywood-Pompano Beach and West Palm Beach-Boca Raton-Delray Beach, FL
Fort Smith, AR-OK
Fort Wayne, IN
Gadsden and Anniston, AL
Goldsboro, NC
Grand Island-Hastings, NE
Green Bay, WI
Greensboro-Winston-Salem-High Point, NC
Greenville-Spartanburg, SC
Harrisburg-Lebanon-Carlisle, PA
Jacksonville, FL
Jacksonville-New Bern, NC
Knoxville, TN
LaCrosse-Sparta, WI
Laredo, TX
Las Vegas-Tonopah, NV
Lexington-Fayette, KY
Lima, OH
Logansport-Peru, IN
Lorain-Elyria, OH
Lower Eastern Shore, MD-VA-DE
Macon-Warner Robins, GA
Madison, WI
Maine (statewide)
Manhattan-Junction City, KS
Mansfield, OH
McAllen-Edinburg-Mission and Brownsville-Harlingen, TX
Melbourne-Titusville-Palm Bay, FL
Meridian, MS
Montana (statewide)
Montgomery, AL
New Hampshire (statewide)
Norfolk-Virginia Beach-Newport News, VA
North Dakota (statewide)
Northern New York
Northwest Texas
Northwestern Florida
Oklahoma City, OK
Oxnard-Ventura, CA
Peoria, IL
Pine Bluff, AR
Portsmouth-Chillicothe-Gallipolis, OH
Poughkeepsie-Orange County-Kingston, NY
Providence, RI
Pueblo, CO
Puerto Rico
Raleigh-Durham, NC
Reno, NV
Saginaw-Bay City-Midland, MI
Salina, KS
Salinas-Seaside-Monterey, CA
Sandusky, OH
Santa Barbara-Santa Maria-Lompoc, CA
Savannah, GA
Selma, AL
Sherman-Denison, TX
Southeastern Massachusetts
South Dakota (statewide)
Southwest Virginia
Spokane, WA
Springfield, IL
Stockton, CA
Tacoma, WA
Topeka, KS
Tucson-Douglas, AZ
Tulsa, OK
Upper Peninsula, MI
Vallejo-Fairfield-Napa, CA
Vermont (statewide)
Virgin Islands of the U.S.
Waco and Killeen-Temple, TX
Waterloo-Cedar Falls, IA
West Virginia (statewide)
Western Massachusetts
Wichita, KS
Wichita Falls-Lawton-Altus, TX-OK
Yakima-Richland-Kennewick-Pasco-Walla Walla-Pendleton, WA-OR

ALSO AVAILABLE—

An annual report on salaries for such jobs as accountants, auditors, public accountants, chief accountants, attorneys, programmers and systems analysts, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters. computer operators, and clerical employees is available. Order as BLS Bulletin 2374, *White-Collar Pay: Private Goods-Producing Industries, March 1990* (Price $6.50), from: Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690, or Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

U.S. Department of Labor
Bureau of Labor Statistics
Washington, DC 20212

Official Business
Penalty for private use, $300.

Third Class Mail
Postage & Fees Paid
U.S. Department of Labor
Permit No. G-738

Bureau of Labor Statistics Regional Offices

Region I

1 Congress Street
10th Floor
Boston, MA 02114
Phone: 565-2327
Area Code 617

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II

Room 808
201 Varick Street
New York, NY 10014
Phone: 337-2400
(Area Code 212)

New Jersey
New York
Puerto Rico
Virgin Islands

Region III

3535 Market Street
PO Box 13309
Philadelphia, PA 19101
Phone: 596-1154
(Area Code 215)

Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV

Suite 540
1371 Peachtree St., NE
Atlanta, GA 30367
Phone: 347-4416
(Area Code 404)

Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V

9th Floor, 230 S. Dearborn St.
Chicago, IL 60604
Phone: 353-1880
(Area Code 312)

Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI

Federal Building
525 Griffin Street, Rm. 221
Dallas, TX 75202
Phone: 767-6970
(Area Code 214)

Arkansas
Louisana
New Mexico
Oklahoma
Texas

Regions VII and VIII

Federal Office Building
911 Walnut St. 15th Floor
Kansas City, MO 64106
Phone: 426-2481
(Area Code 816)

VII

Iowa
Kansas
Missouri
Nebraska

VIII

Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X

71 Stevenson Street
PO Box 193766
San Francisco, CA 94119
Phone: 744-6600
(Area Code 415)

IX

Arizona
California
Hawaii
Nevada

X

Alaska
Idaho
Oregon
Washington